

House Bill No. 1815

An act relating to Santa Rosa County; amending chapter 79-561, Laws of Florida, as amended, relating to the Santa Rosa County Civil Service Board; providing a revised definition of “disciplinary action”; providing an extended probationary period for entry-level communications dispatcher positions; expanding training program provisions; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Subsection (13) of section 1, subsection (8) of section 19, and subsection (9) of section 20 of chapter 79-561, Laws of Florida, as amended by chapters 81-487, 94-490, and 95-487, Laws of Florida, are amended to read:

Section 1. Definitions.—As used in this act:

(13) “Disciplinary action” means ~~either demotion, fine, written reprimand, suspension, or dismissal, or any combination thereof.~~

Section 19. Filling vacancies in the classified service.—

(8) No appointment, promotion, or reinstatement shall be deemed complete until after the expiration of a probationary period of 1 year for sworn law enforcement/corrections law enforcement and corrections positions, and entry-level communications dispatcher positions. All other classified service positions shall serve a probationary period of 6 months. The appointing authority may terminate or demote the employee, if during the probationary service the appointing authority deems the employee unfit or unsatisfactory for service with the following provisions:

(a) Appointing authorities shall be required at the end of the first 3 months of probationary service to submit a performance evaluation of the probationary employee to the board. Such report, along with the termination of employment, shall serve as the basis for consideration by the board in determining whether upon removal, for reasons not discreditable, the employee may have his name returned to the register from which it was certified.

(b) All employees shall serve the required probationary period; however, when an employee is removed from a position during probation for promotion, that employee shall forthwith be returned to duty in the position held immediately prior to promotion unless such removal was for discreditable reasons, in which case the employee shall be entitled to a hearing before the board.

(c) Nonstatus employees removed from positions during their probationary periods shall not be entitled to a hearing before the board.

Section 20. Extraordinary appointments.—The following types of extraordinary appointments may be made in accordance with provisions herein described:

(9) TRAINEE APPOINTMENT.—The rules of the board may provide for the establishment of training programs, including programs designed to attract and use persons with minimal qualifications, but with potential for development, in order to provide career development opportunities for such disadvantaged groups as handicapped persons, returning veterans, older workers, or other minority group representatives as may be designated by the board. Training programs may also be developed to overcome a shortage of skills in the labor market. Such programs shall be strictly controlled by the board to prevent abuse of the merit system by limiting the number of and duration for such appointments; however, such programs may provide for permanent appointment to established positions upon satisfactory completion of the training period and qualification in the required examination and certification procedure. If given a permanent appointment, the employee shall receive credit for service rendered under the trainee appointment.

Section 2. This act shall take effect upon becoming a law.

Approved by the Governor May 29, 2001.

Filed in Office Secretary of State May 29, 2001.